

COPY

AGREEMENT

between

Fair Lawn Library Board of Trustees

**MAURICE M. PINE FREE PUBLIC LIBRARY
FAIR LAWN, NEW JERSEY**

and the

FAIR LAWN LIBRARY EMPLOYEES GROUP

X JUNE 1, 1986 THROUGH DECEMBER 31, 1988

Negotiations having been undertaken between the Fair Lawn Library Board of Trustees and the Fair Lawn Library Employees Group and

The matters under negotiations having been accepted by both parties to these negotiations, the undersigned representative of the parties to this document stipulate that agreement on the terms and conditions of employment have been reached and are hereto made a part of this agreement.

It is hereby agreed that for the calendar years of 1986, 1987 and 1988:

1. All existing benefits and working conditions as outlined in the staff manual shall be part of this contract. All prior contractual arrangements not codified into the staff manual shall remain in effect unless changed herein.
2. In 1986, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 7% on the base level and the salary for each job title in each unit shall be increased by 7% on each subsequent step of the salary guide.
3. In 1987, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 6-3/4% on the base level and the salary for each job title in each unit shall be increased by 6-3/4% on each subsequent step of the salary guide.

4. In 1988, the salary of each job title in the units represented by F.L.L.E.G. shall be increased by 6-3/4% on the base level and the salary for each job title in each unit shall be increased by 6-3/4% on each subsequent step of the salary guide.
5. During 1987 and 1988, professional full time employees shall receive 1-3/4 days vacation for each month worked, plus one day, to a maximum of 21 working days per year. Non-professional full-time employees shall receive 1-1/4 days vacation for each month worked, plus one day, to a maximum of 3 weeks plus 1 day for those with 0-4 years of service, and a maximum of 4 weeks, plus 1 day, for those with 5 years or more. During 1986 only, one additional day shall be added to each full-time employee's vacation schedule.
6. During 1987 and 1988, all permanent part-time employees shall receive four weeks, plus one day, of vacation per year, paid on a pro rata basis, after five years of employment. During 1986 only, such part time employees shall receive four weeks plus two days of vacation per year paid on a pro rata basis.
7. All permanent full-time employees shall have the option of receiving one eye examination every other year at the library's expenses, not to exceed \$50.00 per employee. One

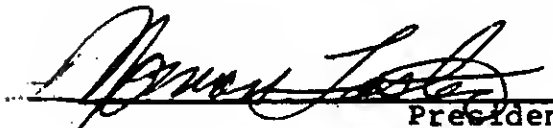
half the eligible employees shall be entitled to this examination each year. The Director will maintain the eligibility schedule; however, employees working full-time on video display terminals shall be entitled to their eye examination each and every year. Employees working on a video display terminal less than full time, but for a considerable amount of time, will be eligible to have an eye exam each and every year, at the discretion of the Library Director.

8. The clothing maintenance payment shall be increased from \$50.00 per annum to \$75.00 per annum, beginning in 1986. The clothing allowance, however, shall remain at \$175.00 per annum, and shall be payable each July.
9. When the Borough of Fair Lawn provides a prescription drug program to its Blue/White Collar Association during the term of this Agreement, then the Library shall provide the same program at the same time the aforementioned Borough employees' plan goes into effect.
10. Effective during 1987, Martin Luther King Day shall be added to the current Holiday Schedule.
11. That the Board of Trustees and F.L.L.E.G. agree to enter into collective negotiations for a successor contract no later than September 15 of the year prior to the year in

which this contract expires. Negotiation meetings will be held on alternate weeks until agreement is reached or unless changed by mutual agreement.


12. A photocopy of this contract will be given to each staff member and duplicated at library expense.
13. This agreement is retroactive to January 1, 1986, except where stated otherwise.

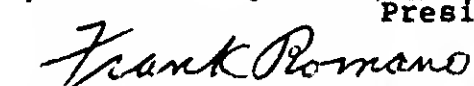
For the Board of Trustees



President
5/22/86

For the Fair Lawn Library
Employees Group



President


Chairperson
Negotiating Committee 5-22-86

TITLE	1986 - 7%	1987 - 6-3/4%	1988 - 6-3/4%
Principal Librn.	\$22,712-\$28,110 \$1,080 Increment	\$24,245-\$30,007 \$1,152 Increment	\$25,882-\$32,032 \$1,230 Increment
	Base 22,712	Base 24,245	Base 25,882
	1 23,792	1 25,397	1 27,112
	2 24,872	2 26,549	2 28,342
	3 25,952	3 27,701	3 29,572
	4 27,032	4 28,853	4 30,802
	5 28,110	5 30,007	5 32,032
Burdick	28,110	30,007	32,032
Fezell	28,110	30,007	32,032
Kaplan	27,032	30,007	32,032
Schoenberg	28,110	30,007	32,032
Zimmer	28,110	30,007	32,032
Senior Librarian	\$20,304-\$25,437 \$1,027 Increment	\$21,675-\$27,154 \$1,096 Increment	\$23,138-\$28,987 \$1,170 Increment
	Base 20,304	Base 21,675	Base 23,138
	1 21,331	1 22,771	1 24,308
	2 22,358	2 23,867	2 25,478
	3 23,385	3 24,963	3 26,648
	4 24,412	4 26,059	4 27,818
	5 25,437	5 27,154	5 28,987
Nedswick	24,412	27,154	28,987
Whitehead	24,412	27,154	28,987
Junior Librarian	\$17,778-\$22,659 \$976 Increment	\$18,978-\$24,188 \$1,042 Increment	\$20,259-\$25,821 \$1,112 Increment
	Base 17,778	Base 18,978	Base 20,259
	1 18,754	1 20,020	1 21,371
	2 19,730	2 21,062	2 22,483
	3 20,706	3 22,104	3 23,595
	4 21,682	4 23,146	4 24,707
	5 22,659	5 24,188	5 25,821
Lib. Clerk Driver -	\$16,637-\$23,268	\$17,760-\$24,839	\$18,959-\$26,516
Graphic Artist -	\$663 Increment	\$708 Increment	\$756 Increment
Suprv. Lib. Ass't.			
	Base 16,637	Base 17,760	Base 18,959
	1 17,300	1 18,468	1 19,715
	2 17,963	2 19,176	2 20,471
	3 18,626	3 19,884	3 21,227
	4 19,289	4 20,592	4 21,983

Lib. Clerk Driver (continued)	\$16,637-\$23,268 \$663 Increment	\$17,760-\$24,839 \$708 Increment	\$18,959-\$26,516 \$756 Increment
	5 19,952	5 21,300	5 22,739
	6 20,615	6 22,008	6 23,495
	7 21,278	7 22,716	7 24,251
	8 21,941	8 23,424	8 25,007
	9 22,604	9 24,132	9 25,763
	10 23,268	10 24,839	10 26,516
Thurlow	17,300	19,176	21,227
Holzbaur	19,289	21,300	23,495
Parcells	19,952	22,008	24,251
Confrancisco	21,278	23,424	25,763

Senior Libr. Asst.	\$13,947-\$21,345 \$740 Increment	\$14,888-\$22,786 \$790 Increment	\$15,893-\$24,324 \$843 Increment
	Base 13,947	Base 14,888	Base 15,893
	1 14,687	1 15,678	1 16,736
	2 15,427	2 16,468	2 17,579
	3 16,167	3 17,258	3 18,422
	4 16,907	4 18,048	4 19,265
	5 17,647	5 18,838	5 20,108
	6 18,387	6 19,628	6 20,951
	7 19,127	7 20,418	7 21,794
	8 19,867	8 21,208	8 22,637
	9 20,607	9 21,998	9 23,480
	10 21,345	10 22,786	10 24,324
Brice	15,427	17,258	19,265
Getlan	16,907	18,838	20,951
Wilson	16,907	18,838	20,951

Junior Libr. Asst.	\$12,464-\$18,544 \$608 Increment	\$13,305-\$19,796 \$649 Increment	\$13,203-\$21,132 \$693 Increment
	Base 12,464	Base 13,305	Base 14,203
	1 13,072	1 13,954	1 14,896
	2 13,680	2 14,603	2 15,589
	3 14,288	3 15,252	3 16,282
	4 14,896	4 15,901	4 16,975
	5 15,504	5 16,550	5 17,668
	6 16,112	6 17,199	6 18,361
	7 16,720	7 17,848	7 19,054
	8 17,328	8 18,497	8 19,747
	9 17,936	9 19,146	9 20,440
	10 18,544	10 19,796	10 21,132
Hirsh	13,072	14,603	16,282

**Maintenance Repair-
man/Foreman****\$19,486-\$25,619**
\$1,227 Increment**\$20,801-\$27,348**
\$1,309 Increment**\$22,205-\$29,194**
\$1,398 Increment

	Base	19,486		Base	20,801		Base	22,205
	1	20,713		1	22,110		1	23,603
	2	21,940		2	23,419		2	25,001
	3	23,167		3	24,728		3	26,399
	4	24,394		4	26,037		4	27,797
	5	25,619		5	27,348		5	29,194
Romano		25,619			27,348			29,194

**Building Main-
tenance Worker****\$14,674-\$20,002**
\$1,066 Increment**\$15,664-\$21,352**
\$1,138 Increment**\$16,721-\$22,793**
\$1,214 Increment

	Base	14,674		Base	15,664		Base	16,721
	1	15,740		1	16,802		1	17,935
	2	16,806		2	17,940		2	19,149
	3	17,872		3	19,078		3	20,363
	4	18,938		4	20,216		4	21,577
	5	20,002		5	21,352		5	22,793
Bonnand		20,002			21,352			22,793

HOURLY RATE

TITLE		1986 - 7% Per Hr.		1987 - 6-3/4% Per Hr.		1988 -6-3/4% Per Hr.	
		1986 Range	Per Hr.	1987 Range	Per Hr.	1988 Range	Per Hr.
		\$12.48 - 15.45 Increment \$.59		\$13.21 - 16.49 Increment \$.63		\$14.22 -17.60 Increment \$.66	
Principal Librn.							
	Base	\$ 22,712	\$ 12.48	\$ 24,245	\$ 13.32	\$ 25,882	\$ 14.22
	1	23,792	13.07	25,397	13.95	27,112	14.88
	2	24,872	13.66	26,549	14.58	28,342	15.54
	3	25,952	14.25	27,701	15.21	29,572	16.20
	4	27,032	14.84	28,853	15.84	30,802	16.86
	5	28,110	15.45	30,007	16.49	32,032	17.60
Fiore		28,110	15.45	30,007	16.49	32,032	17.60
		\$11.16 - \$13.98 Increment \$.56		\$11.91 - 14.92 Increment \$.60		\$12.71 - \$15.93 Increment \$.64	
Senior Librarian							
	Base	\$ 20,304	\$ 11.16	\$ 21,675	\$ 11.91	\$ 23,138	\$ 12.71
	1	21,331	11.72	22,771	12.51	24,308	13.35
	2	22,358	12.28	23,867	13.11	25,478	13.99
	3	23,385	12.84	24,963	13.71	26,648	14.63
	4	24,412	13.40	26,059	14.31	27,818	15.27
	5	25,437	13.98	27,154	14.92	28,987	15.93
Frank		24,412	13.98	27,154	14.92	28,987	15.93
		\$9.77 - \$12.45 Increment \$.54		\$10.43 - \$13.29 Increment \$.57		\$11.13 - \$14.19 Increment \$.61	
Junior Librarian							
	Base	\$17,778	\$ 9.77	\$ 18,978	\$ 10.43	\$ 20,159	\$ 11.13
	1	18,754	10.31	20,020	11.00	21,371	11.74
	2	19,730	10.85	21,062	11.57	22,483	12.35
	3	20,706	11.39	22,104	12.14	23,595	12.96
	4	21,682	11.93	23,146	12.71	24,707	13.57
	5	22,659	12.45	24,188	13.29	25,821	14.19

\$9.14 - \$12.78
Increment \$.36

\$9.76 - \$13.65
Increment \$.39

\$10.42 - \$14.57
Increment \$.42

Lib. Clerk Driver -
Graphic Artist -
Superv. Lib. Asst.

Base	\$ 16,637	\$ 9.14	\$ 17,760	\$ 9.76	\$ 18,959	\$ 10.42
1	17,300	9.50	18,468	10.15	19,715	10.84
2	17,963	9.86	19,176	10.54	20,471	11.26
3	18,626	10.22	19,884	10.93	21,227	11.68
4	19,289	10.58	20,592	11.32	21,983	12.10
5	19,952	10.94	21,300	11.71	22,739	12.52
6	20,615	11.30	22,008	12.10	23,495	12.95
7	21,278	11.66	22,716	12.49	24,251	13.36
8	21,941	12.02	23,424	12.88	25,007	13.78
9	22,604	12.38	24,132	13.27	25,763	14.20
10	23,268	12.78	24,839	13.65	26,516	14.57

\$7.66 - \$11.73
Increment \$.41

\$8.18 - \$12.52
Increment \$.43

\$8.73 - \$13.36
Increment \$.46

Senior Libr. Asst.

Base	\$ 13,947	\$ 7.66	\$ 14,888	\$ 8.18	\$ 15,893	\$ 8.73
1	14,687	8.07	15,678	8.61	16,736	9.19
2	15,427	8.48	16,468	9.04	17,579	9.65
3	16,167	8.89	17,258	9.47	18,422	10.11
4	16,907	9.30	18,048	9.90	19,265	10.57
5	17,647	9.71	18,838	10.33	20,108	11.03
6	18,387	10.12	19,628	10.76	20,951	11.49
7	19,127	10.53	20,418	11.19	21,794	11.95
8	19,867	10.94	21,208	11.62	22,637	12.41
9	20,607	11.35	21,998	12.05	23,480	12.87
10	21,345	11.73	22,786	12.52	24,324	13.36
Shapiro	16,907	9.30	18,838	10.33	20,951	11.49

\$6.85 - \$10.19
Increment \$.33

\$7.31 - \$10.88
Increment \$.36

\$7.80 - \$11.61
Increment \$.38

Junior Libr. Asst.

Base	\$ 12,464	\$ 6.85	\$ 13,305	\$ 7.31	\$ 14,203	7.80
1	13,072	7.18	13,954	7.67	14,896	8.18
2	13,680	7.51	14,603	8.03	15,589	8.56
3	14,288	7.84	15,252	8.39	16,282	8.94
4	14,896	8.17	15,901	8.75	16,975	9.32
5	15,504	8.50	16,550	9.11	17,668	9.70
6	16,112	8.83	17,199	9.47	18,361	10.08

Junior Libr. Asst.
(con't.)

	Base	1986 Range	Per Hr.	1987 Range	Per Hr.	1988 Range	Per Hr.
	7	\$ 16,720	\$ 9.16	\$ 17,848	\$ 9.83	\$ 19,054	\$ 10.46
	8	17,328	9.49	18,497	10.19	19,747	10.84
	9	17,936	9.82	19,146	10.55	20,440	11.22
	10	18,544	10.19	19,796	10.88	21,132	11.61
Pagano		14,896	8.17	16,550	9.11	18,361	10.08

\$10.71 - \$14.08
Increment \$.67

\$11.43 - \$15.03
Increment \$.72

\$12.20 - \$16.04
Increment \$.77

Maintenance Repair-
man/Foreman

	Base	\$ 19,486	\$ 10.71	\$ 20,801	\$ 11.43	\$ 23,205	\$ 12.20
	1	20,713	11.38	22,110	12.15	23,603	12.97
	2	21,940	12.05	23,419	12.87	25,001	13.74
	3	23,167	12.72	24,728	13.59	26,399	14.51
	4	24,394	13.39	26,037	14.31	27,797	15.28
	5	25,619	14.08	27,348	15.03	29,194	16.04
Romano		25,619	14.08	27,348	15.03	29,194	16.04

8.06 - 10.99
Increment .59

8.61 - 11.73
Increment .62

9.19 - 12.52
Increment .67

Building Main-
tenance Worker

	Base	14,674	8.06	15,664	8.61	16,721	9.19
	1	15,740	8.65	16,802	9.23	17,935	9.86
	2	16,806	9.24	17,940	9.85	19,149	10.53
	3	17,872	9.83	19,078	10.47	20,363	11.20
	4	18,938	10.42	20,216	11.09	21,577	11.87
	5	20,002	10.99	21,352	11.73	22,793	12.52
Bonnard		20,002	10.99	21,352	11.73	22,793	12.52